

(5488.) AUCKLAND (EIGHT-MILES RADIUS) RETAIL SOFT-GOODS  
TRADE EMPLOYEES.—ORDER AMENDING AWARD.

In the Court of Arbitration of New Zealand, Northern Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, and in the matter of the War Legislation and Statute Law Amendment Act, 1918; and in the matter of the Auckland (Eight-miles Radius) Retail Soft-goods Trade Employees' award dated the 15th day of February, 1919, and recorded in Book of Awards, Vol. xx, p. 101.

UPON reading the application of the Auckland City Retail Soft-goods Employees' Industrial Union of Workers filed herein on the 17th day of September, 1919, and upon hearing the duly appointed

representatives of the said union and of the employers parties to the said award, this Court, having regard to all the relevant considerations and being of opinion that it is just and equitable to amend the said award, doth hereby order that the said award shall be amended in manner following, that is to say—

1. Clause 3 of the said award shall be deleted, and the following provisions substituted therefor:—

“ *Wages.*

“ 3. (a.) Male assistants entering the trade without previous experience shall be paid not less than the rates set out in the following scale:—

Age.	First Year.	Second Year.	Third Year.	Fourth Year.	Fifth Year.	Sixth Year.	Thereafter.
16 years and under ..	s. d. 17 6	s. d. 25 0	s. d. 35 0	s. d. 45 0	s. d. 55 0	s. d. 65 0	s. d. 75 0
17 to 18—							
First 6 months ..	20 0	35 0	45 0	55 0	65 0	Thereafter 75s.	
Second 6 months ..	25 0	35 0	45 0	55 0	65 0	Thereafter 75s.	
18 to 19—							
First 6 months ..	25 0	45 0	55 0	65 0	Thereafter 75s.		
Second 6 months ..	35 0	45 0	55 0	65 0	Thereafter 75s.		
19 to 20—							
First 6 months ..	35 0	55 0	65 0	Thereafter 75s.			
Second 6 months ..	45 0	55 0	65 0	Thereafter 75s.			
20 to 21—							
First 6 months ..	45 0	65 0	Thereafter 75s.				
Second 6 months ..	55 0	65 0	Thereafter 75s.				
21 and over—							
First 6 months ..	55 0	Thereafter 75s.					
Second 6 months ..	65 0	Thereafter 75s.					

“ (b.) Female assistants entering the trade without previous experience shall be paid not less than the rates set out in the following scale:—

Age.	First Year.	Second Year.	Third Year.	Fourth Year.	Fifth Year.	Sixth Year.	Thereafter.
16 years and under ..	s. d. 14 0	s. d. 17 0	s. d. 22 0	s. d. 27 6	s. d. 32 6	s. d. 37 6	s. d. 40 0
17 to 18—							
First 6 months ..	15 0	22 0	27 6	32 6	37 6	Thereafter 40s.	
Second 6 months ..	17 0	22 0	27 6	32 6	37 6	Thereafter 40s.	
18 to 19—							
First 6 months ..	17 0	27 6	32 6	37 6	Thereafter 40s.		
Second 6 months ..	22 0	27 6	32 6	37 6	Thereafter 40s.		
19 to 20—							
First 6 months ..	22 0	32 6	37 6	Thereafter 40s.			
Second 6 months ..	27 0	32 6	37 6	Thereafter 40s.			
20 and over—							
First 6 months ..	27 0	37 6	Thereafter 40s.				
Second 6 months ..	32 6	37 6	Thereafter 40s.				

“(c.) Storemen, porters, and packers shall be paid not less than the rates set out in the following scale:—

	£	s.	d.
Storemen or packers ...	3	10	0
Junior storemen or packers—			
Under 17 years of age ...	1	2	0
From 17 to 18 years of age ...	1	7	6
From 18 to 19 years of age ...	1	13	0
From 19 to 20 years of age ...	1	18	6
From 20 to 21 years of age ...	2	4	0

And thereafter the minimum wage.

“(d.) Any female who is employed wholly or substantially in a dress, manchester, drapery furnishing, men’s and juvenile clothing, mercery, piece-silks, velveteens, carpets, linoleums, bedding, cotton-dress goods, prints, &c., department shall be paid one-half more than the wages specified for females in the said scale.

“(e.) If, having commenced service as a soft-goods assistant with any of the employers bound by this award, any worker is transferred by his or her employer to any branch of the business other than that of soft-goods, such service shall, as regards such employer, count as service for the purposes of the above clause.”

2. This order shall operate and take effect as from the 24th day of November, 1919.

Dated this 15th day of November, 1919.

T. W. STRINGER, Judge.

#### MEMORANDUM.

Application was made by the union under the War Legislation and Statute Law Amendment Act, 1918, for an increase of 25 per cent. in the minimum rates of wages prescribed by the existing award in this industry in the Northern Industrial District. After hearing the parties the Court directed a conference, as a result of which certain proposals made by the employers and the union respectively were placed before the Court. After consideration of these proposals the Court, by a majority, has decided to grant increases in wages in accordance with the proposals of the employers which will place the employees in Auckland in substantially the same position as the employees in other districts in which the Court has recently made awards in this industry.

In the present Auckland award the term of service of an employee before becoming entitled to the highest minimum wage is fixed at six years, and the Court did not feel at liberty in an application such as the present to curtail the period to five years, as it has done in other districts. This is a question which can only be properly determined on an application for a new award. The main difference in the rates fixed by the above award and the rates fixed in other districts is in the increase made for the fourth year of service. It has been represented to us that the increase made in other districts—viz., from £1 15s. for the third year to £2 15s. for

the fourth year—is too great, and that the effect has been and will hereafter be to the detriment of some workers whose services may not be worth the increased rate, and who may consequently lose their situations. We should regret if the awards of the Court should operate in this way in the case of any workers who had spent three years of service in the trade, and shall be glad of any opportunity to reconsider the question upon further evidence being provided before the Court.

T. W. STRINGER, Judge.

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